



Virginia Pryor
Interim Director



State Advisory Board Meeting

December 12, 2017

Welcome and Introductions

Approval of September 12, 2017 agenda

Approval of June 13, 2017 minutes

Director's Updates

- New DFCS Structure
- Introduction of Leadership
- FY 18 Budget Highlights
- The Way Forward
- State of Hope

Division Leadership Team





Georgia Division of Family and Children Services Administration



FY18 Budget Highlights (state funds)

- Increase salaries for Child Welfare staff - \$25,874,554
- Increased cost of Out of Home care - \$20,166,982
- Funding for implementation of Gateway/IES - \$10,997,544*
- Increase per diem for DFCS foster homes by \$10 day - \$10,722,897
- Increase per diem for CPA foster homes by \$5 day as first year of two year plan - \$5,255,343
- Increase relative care rates by \$5 day as first year of two year plan - \$14,924,850
- Add new DFCS staff for foster care support services - \$2,861,585
- Add 27 DFCS staff for supervisor mentor program - \$2,514,997
- Increase funding of Court Appointed Special Advocates - \$500,000
- Increase pay of SAAGs by \$1 an hour - \$300,000
- Funding for merit pay increases of DFCS staff at 2% in multiple programs

**funding to DHS budget*



STATE OF HOPE **VALUE PROPOSITION**

The State of Hope is an inclusive network that provides welcoming opportunities for youth, families and supporters to create a better quality of life for Georgians by leveraging the collective wisdom of communities.



PRIMARY ROLES of the STATE OF HOPE

1. Inspire Collective Impact and Innovation
2. Identify Factors that Affect Vulnerable Individuals and Families
3. Connect and Support Decision-Makers in Prioritizing the Needs of Vulnerable Families
4. Utilize Community Assets and Data to Drive Decision-Making
5. Celebrate Community Successes



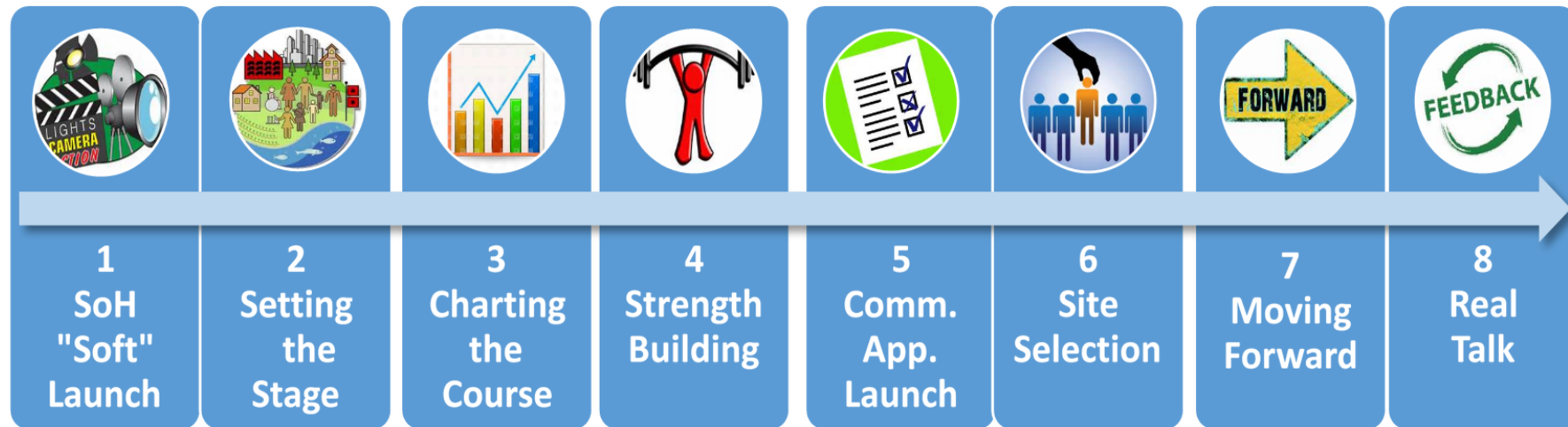
STATE OF HOPE **ANCHOR ISSUES**

- ✓ **Education:** Improving the graduation rates of foster youth
- ✓ **Trauma:** Increasing the awareness of trauma informed practices, the impact of trauma and how to mitigate its impact
- ✓ **Quality Caregiving:** Improving the quality of caregiving across a continuum including birth parents, kin caregivers, foster/adoptive parents
- ✓ **Economic Self-Sufficiency:** Strengthening and supporting individuals and families on their path toward independence

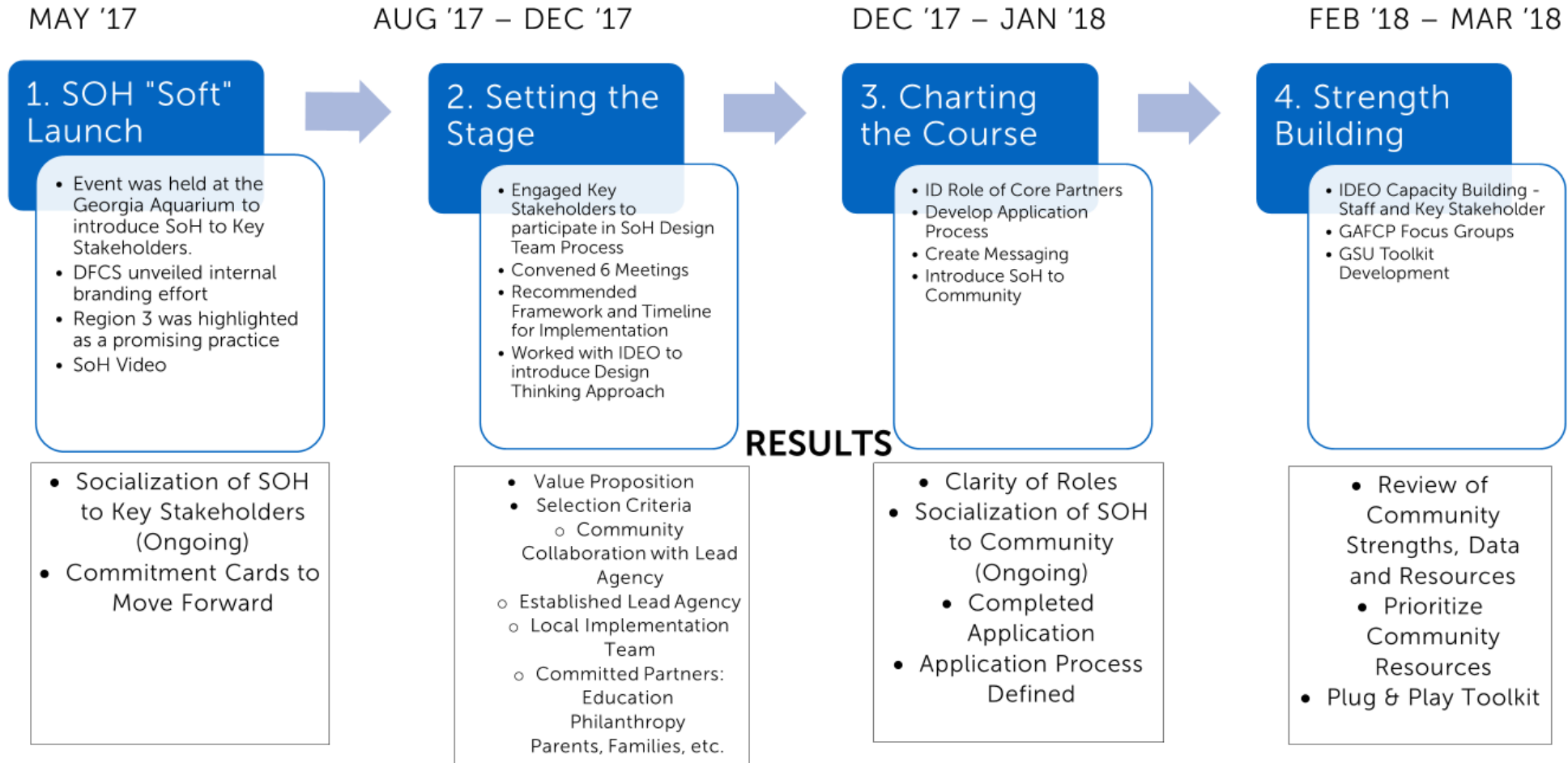
*Note: These are DFCS priorities and will not always necessarily be the priorities of individual communities



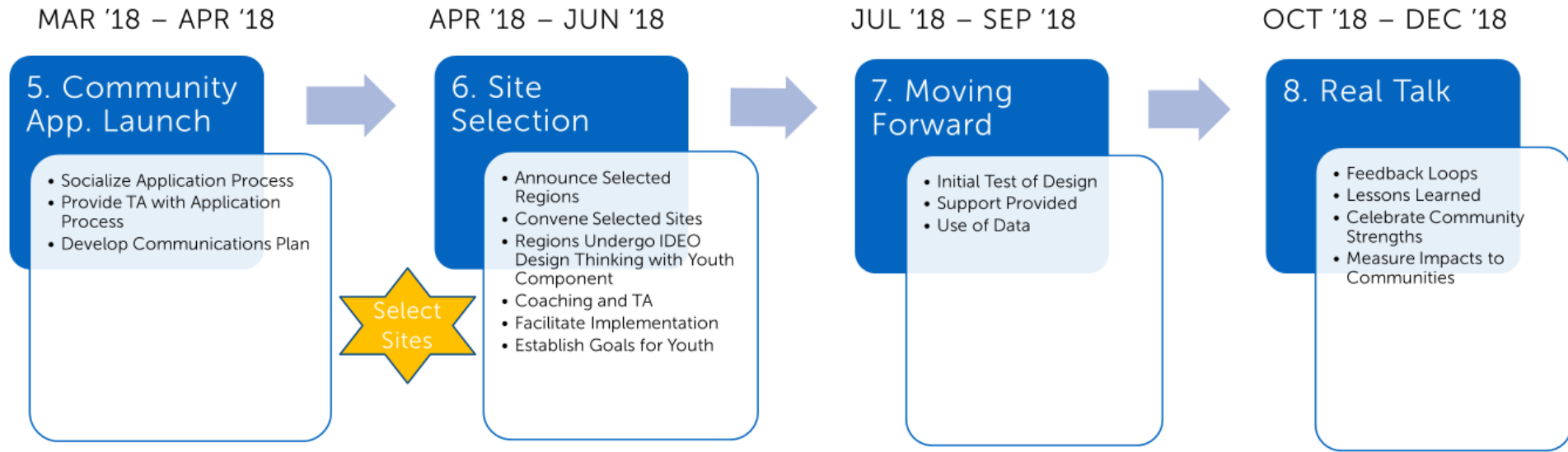
STATE OF HOPE (SoH)



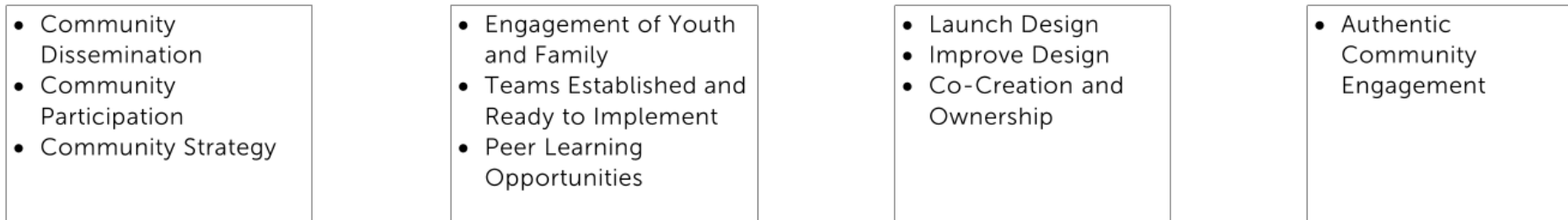
STATE OF HOPE TIMELINE



STATE OF HOPE TIMELINE



RESULTS



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**SAFE CHILDREN. STRENGTHENED FAMILIES.
STRONGER GEORGIA.**

Worship

Questions?

Board Member Updates

- DeLaine Hunter
- Meredith Ramaley
- Tina Bartleson
- Rodney Griffin

Lunch and Committee Meetings

Child Welfare – Executive Conference Room 19.483

Workforce Development – Room 18-125*

*11:45 am -12:30 pm

OFl – Room 19.219 B

Community Relations – Director Pryor's Office, Room 19.490

Foster Care & Adoptions – Room 19.219 C

Committee Reports

Georgia Professional Human Services Association (GPHSA)

Presented by: Wayne Drummond, Executive Director and Laurence Nelson, President





Vision

STRONGER STAFF FOR A STRONGER GEORGIA

Mission

**We support Georgia's professional staff
who serve individuals, families and
children**



- 501-c-(4) Professional Association
- 1800 Members who work in or are affiliated within DHS/DFCS.
- Agency Membership – 159 Counties.
- Evolved from County Directors association founded in 1951 to provide education, work to improve our system of service, and advocacy.

GPHSA – Results Through:

- Education
- Networking
- Advocacy

2016 GPHSA ANNUAL TRAINING CONFERENCE



Who Wants \$1,000???

*GPHSA Foundation Supports Continuing
Education*

**\$1,000 In a Lifetime Can
Be Yours!!!**



GPHSA LEGISLATIVE RECEPTION

January 31, 2018

5:00-7:00PM

Empire Room Floyd Building

Over 50 Legislators in each of the past 3 years

Members personally pay their registration

ADVOCACY

- *Privatization*
 - *Budget*
- *Advocacy for Adequate Pay and Reasonable workloads*
 - *CHINS*
 - *Biometric Identification*
 - *Public Employees Personal Use of Computers*
 - *Coordination and Collaboration.*
- *Protection of Personal Identifying information.*



GEORGIA PROFESSIONAL HUMAN SERVICES ASSOCIATION

Questions?

DFCS Board Association Presentation

Presented by: Pat Swan, President, and Dr. Jim Gaudin

A decorative graphic on the left side of the slide consists of a series of vertical and diagonal lines of varying thickness, some ending in small circles, resembling a stylized circuit board or a network diagram. The lines are white and light blue, contrasting with the blue gradient background.

GEORGIA ASSOCIATION OF DFCS BOARDS

PURPOSES

- 1. Serve as link between county DFCS and local community
- 2. Support administration and staff of local DFCS agency
- 3. Advice to administration on use of local county funding
- 4. Educate/advocate on local and State levels for policies, issues to;
 - A. improve the welfare of Georgia children and families
 - B. the ability of GA DFCS to deliver effective services to Georgia's most vulnerable families and children

COUNTY BOARD COMPOSITION

- 5 – 7 members
- Appointed by local county commission
- 5 year term
- Reflective of race, gender, ethnic, age distribution of community
- Active involvement in child welfare services provision, or retired

COMPOSITION OF LOCAL DFCS BOARD

- Pediatric health providers
- School personnel
- Emergency responders
- Law enforcement
- Private child welfare service providers
- Alumni of child welfare system

BOARD COMPOSITION (CON'T)

- Mental health providers
- Former foster parents
- Faith-based leaders

GEORGIA ASSOCIATION OF DFCS BOARDS

STATE ORGANIZATION

- Members from 159 county boards
- Collaboration with Ga Professional Human Services Association
- Elected Executive Board – members from local boards
 - Planning twice yearly membership meetings
 - Awarding scholarships to DFCS staff for education/training
 - Annual local DFCS Board of the Year Awards
 - Advocacy/education with elected state representatives
 - Liaison between GA DFCS Administration and local boards
- Regional GA Board Associations

University of Georgia School of Social Work

Newly Created DFCS Regional Advisory Boards: Defining Purpose, Roles, and Structure

Kristina Jaskyte Bahr
School of Social Work and Institute for
Nonprofit Organizations
University of Georgia



Purpose

The purpose of this project is to define the purpose and roles of newly created DFCS Regional Advisory Boards and clarify their fit in a larger DFCS structure.



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Goals and Objectives

- **Goal 1: To articulate the purpose and roles for the newly created DFCS Regional Advisory Boards.**
- *Process Objective 1:* To create and disseminate an online survey to the directors of county DFCS departments with an intent of capturing their ideas for the overall purpose, specific roles, and board structure for newly created Regional DFCS boards.
- *Process Objective 2:* To hold focus groups with DFCS Regional directors with an intent to capture their ideas for the overall purpose, specific roles, and board structure of Regional DFCS boards.
 - **Deliverable #1:** A document that includes an agreed upon and clearly defined purpose of DFCS Regional Advisory Boards along with clearly articulated roles and clearly defined board structure.



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Goals and Objectives (cont.)

- **Goal 2: To articulate the relationship between DFCS Regional Advisory Boards, County Boards, and a State Advisory Board.**
- *Process Objective 1:* To hold a meeting with the leadership of the State DFCS office and the State Advisory Board with a purpose of generating a clear definition of the place of the Regional Advisory boards within the existing DFCS board structure (interconnectedness of the boards, reporting and accountability of the various DFCS boards, and mechanisms for handling recommendations made by various boards).
 - **Deliverable #2:** A chart showing the interconnectedness of different boards, their roles, and their place in a larger DFCS structure, accompanied by a detailed description of appointment and accountability mechanisms and roles of each board.



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Timeline

2017	Activities
September-October	An online survey for the directors of county DFCS departments is designed and piloted.
November-December	An online survey is distributed to the DFCS county directors. Data is entered and analyzed.
2018	
January	A meeting is held with a State DFCS office leadership and a State Advisory Board members to discuss the place of newly established DFCS Regional Advisory Boards in the existing structure. Deliverable # 2 is produced and shared with the state office and a state advisory board.
February	Focus group 1 Data is transcribed and analyzed.
March	Focus group 2 Data is transcribed and analyzed.
April	Focus group 3 Data is transcribed and analyzed.
May	Focus group 4 Data is transcribed and analyzed.
June	Deliverable #1 is produced and submitted.



Office of System Reform

Carol Christopher, Deputy Division Director

DFCS Secret Santa Program



- Clark Howard with WSB Radio and the Division of Family and Children Services partners with the Society of St. Vincent de Paul and Wal-Mart
- The program is designed to provide gifts to foster children who may not otherwise receive gifts at Christmas
- DFCS Project Director: Donna Pettigrew-Jackson
- Special Projects Manager: Brent Dykes

DFCS Secret Santa Program

- This is the 27th year of the Christmas Kids Program with Clark Howard and WSB Radio
- This is our second year partnering with St. Vincent de Paul (contractor)

Program Statistics	2015	2016	2017
Children Served	6,798	8,494	9,251
Counties Participating	118	114	123

DFCS Secret Santa Program

- Due to the number of children served (three gifts per child) the following is needed:
 - A minimum of 125,000 sq. ft. warehouse
 - 250+ Volunteers (Warehouse and Wal-Mart events)
 - Corporate Sponsors
 - Individual Donors

DFCS Secret Santa Program 2016 Donations

- 1,000+ individual donors
- 9 corporate sponsors
- \$221,185.63 – total donations
 - \$220,559.63 = cash and checks
 - \$1,300 = gift cards

DFCS Secret Santa Program

2017 Events

Dates:	Locations (Wal-Mart):	Times:
• November 30:	4725 Ashford Dunwoody, Atlanta	2 p.m. - 7 p.m.
• December 1:	970 Mansell Road, Roswell	2 p.m. - 7 p.m.
• December 2:	12812 Hwy 92, Woodstock <i>and</i> 2717 Hwy 54, Peachtree City	9 a.m. - 1 p.m.
• December 8:	5200 Windward Pkwy, Alpharetta *cancelled <i>and</i> 3250 Sardis Church Road, Buford *cancelled	2 p.m. - 7 p.m.
• December 9:	2635 Pleasant Hill Rd, Duluth <i>and</i> 1500 Market Place Blvd, Cumming *cancelled	9 a.m. - 1 p.m.
• December 10:	210 Cobb Pkwy S, Marietta <i>and</i> 4004 Lawrenceville Hwy, Lilburn	9 a.m. - 3 p.m.

Due to the increased number of children we are buying for and the cancelled shopping events due to inclement weather, we still need to raise **more than \$150,000** to purchase gifts for the remaining children. **How can you help?**

DFCS Secret Santa Program Websites

- Warehouse volunteers: <http://vhub.at/svdpclarkskids>
- Donation link: <http://dfcs.dhs.georgia.gov/secret-santa-program> (Click on "Donate Now")



Office of Family Independence

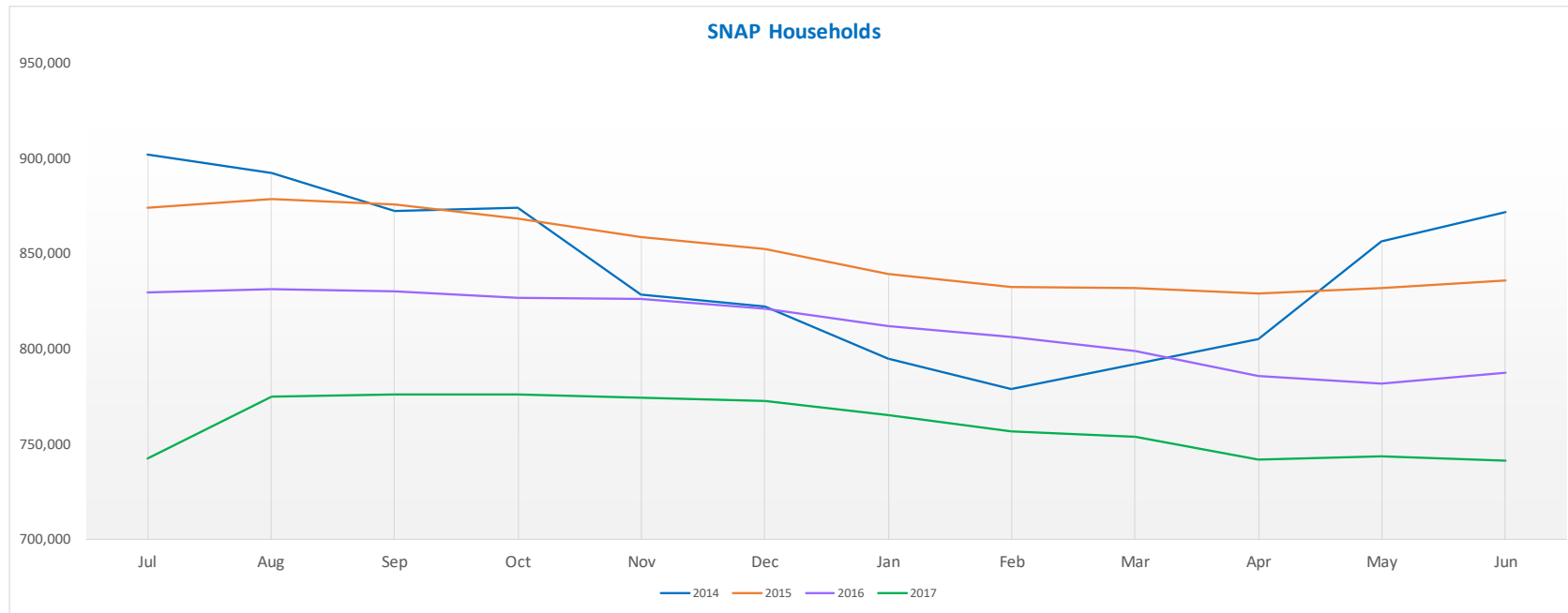
Jon Anderson, Chief Deputy Division Director

SNAP Overview FY2014 – FY2017

Data as of: 06/30/2017

Report Date: 11/17/2017

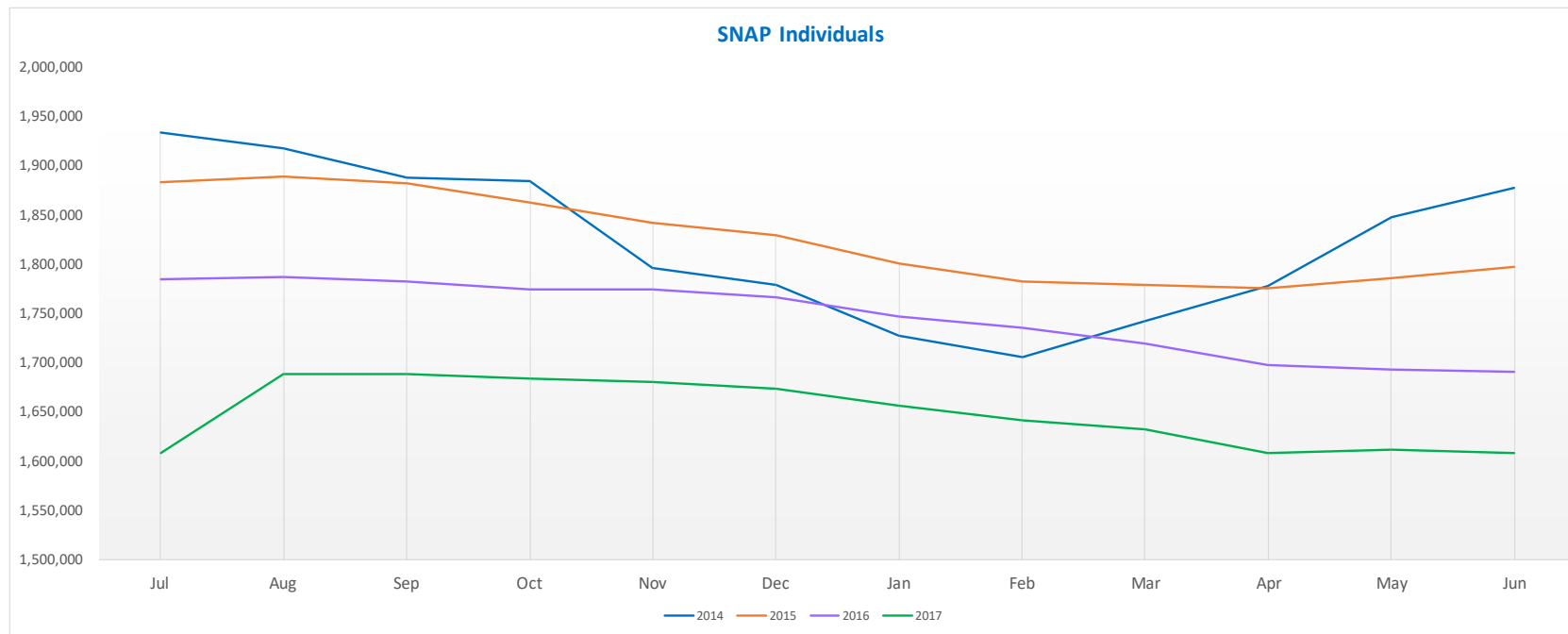
Monthly SNAP Households FY2014 – FY2017



Number of Households												
SFY	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
2014	902,066	892,309	872,640	874,241	828,478	822,155	794,714	779,003	792,280	804,934	856,636	872,005
2015	874,317	878,717	876,110	868,223	858,614	852,490	839,155	832,672	832,202	828,870	831,987	836,195
2016	829,418	831,315	830,501	827,011	826,270	821,217	812,081	806,352	798,666	785,768	781,870	787,527
2017	742,451	774,920	775,905	776,017	774,463	772,518	765,272	756,417	753,684	741,712	743,297	741,444

*Due to outstanding GW data issues, the 388 has not been finalized for July 2017 and ongoing

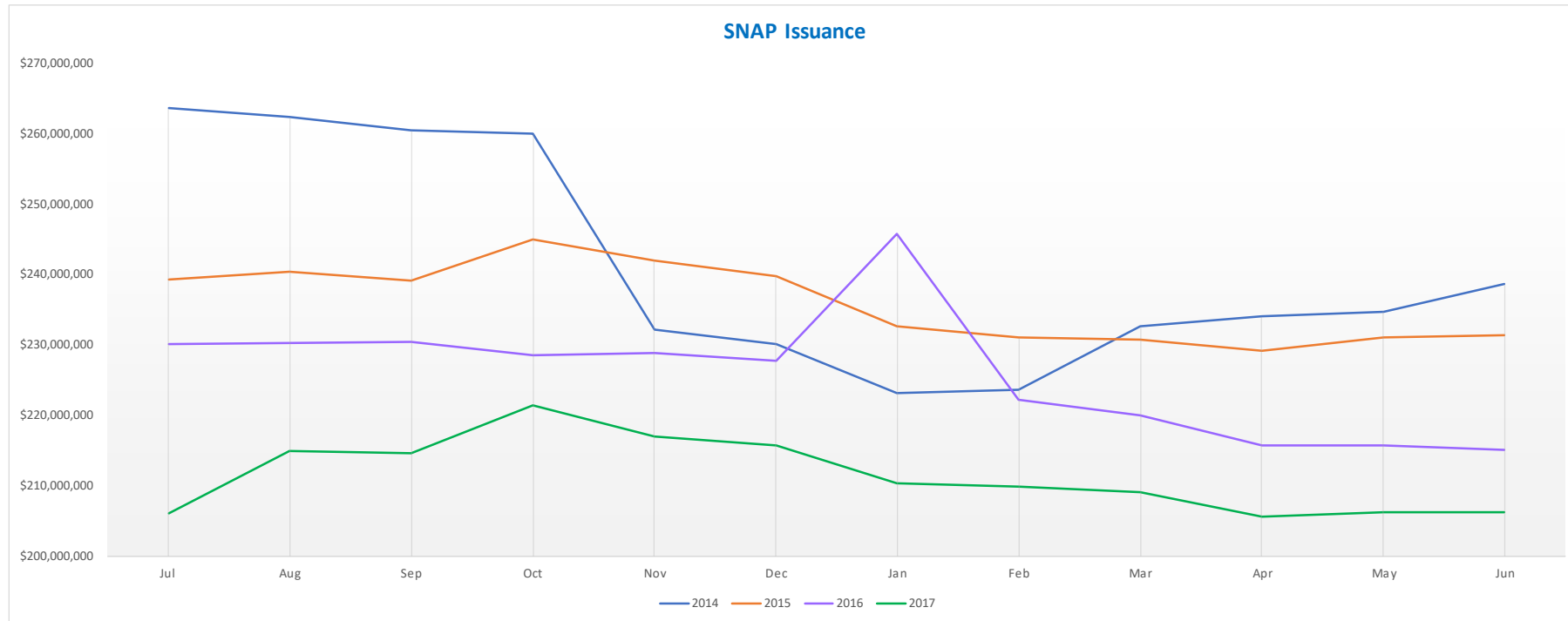
Monthly SNAP Individuals FY 2014 – FY 2017



Number of Individuals												
SFY	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
2014	1,933,572	1,918,247	1,888,206	1,883,966	1,796,275	1,778,520	1,727,545	1,705,685	1,741,696	1,777,309	1,847,395	1,877,788
2015	1,882,947	1,889,570	1,881,761	1,862,649	1,841,721	1,829,007	1,800,479	1,782,600	1,779,106	1,775,099	1,785,403	1,796,931
2016	1,784,252	1,787,148	1,782,829	1,774,540	1,774,065	1,766,736	1,746,430	1,734,949	1,719,210	1,697,022	1,692,442	1,690,889
2017	1,607,799	1,688,336	1,688,832	1,683,945	1,679,738	1,673,820	1,656,234	1,641,700	1,632,271	1,608,132	1,611,668	1,607,524

*Due to outstanding GW data issues, the 388 has not been finalized for July 2017 and ongoing

Monthly SNAP Issuance FY 2014 – FY 2017



Issuance												
SFY	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
2014	\$263,595,306	\$262,339,832	\$260,398,740	\$259,964,778	\$232,134,272	\$230,089,269	\$223,188,696	\$223,620,229	\$232,590,033	\$234,020,813	\$234,768,478	\$238,655,493
2015	\$239,324,963	\$240,400,668	\$239,096,184	\$244,919,711	\$241,993,188	\$239,799,044	\$232,675,670	\$231,064,918	\$230,748,525	\$229,130,902	\$231,091,963	\$231,348,471
2016	\$230,122,989	\$230,285,897	\$230,425,602	\$228,551,520	\$228,832,578	\$227,709,072	\$245,733,712	\$222,238,494	\$220,081,243	\$215,703,037	\$215,705,626	\$215,151,139
2017	\$206,037,946	\$214,901,416	\$214,634,195	\$221,359,256	\$217,066,941	\$215,688,758	\$210,368,292	\$209,857,197	\$209,055,043	\$205,601,817	\$206,228,968	\$206,190,827

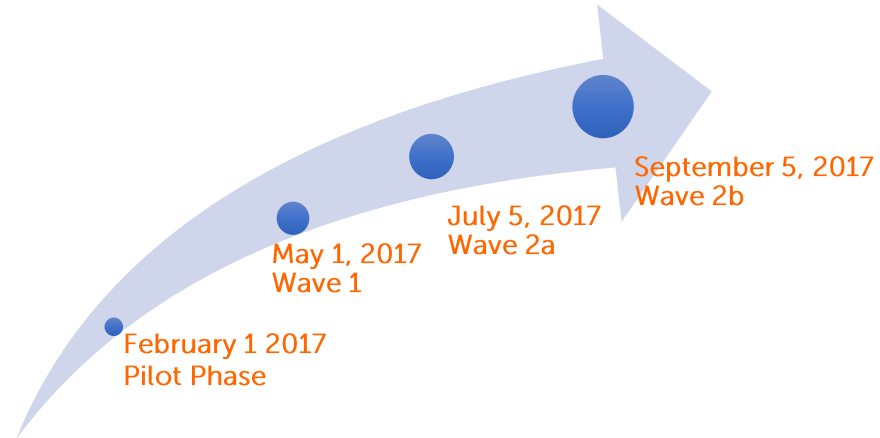
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Georgia Gateway

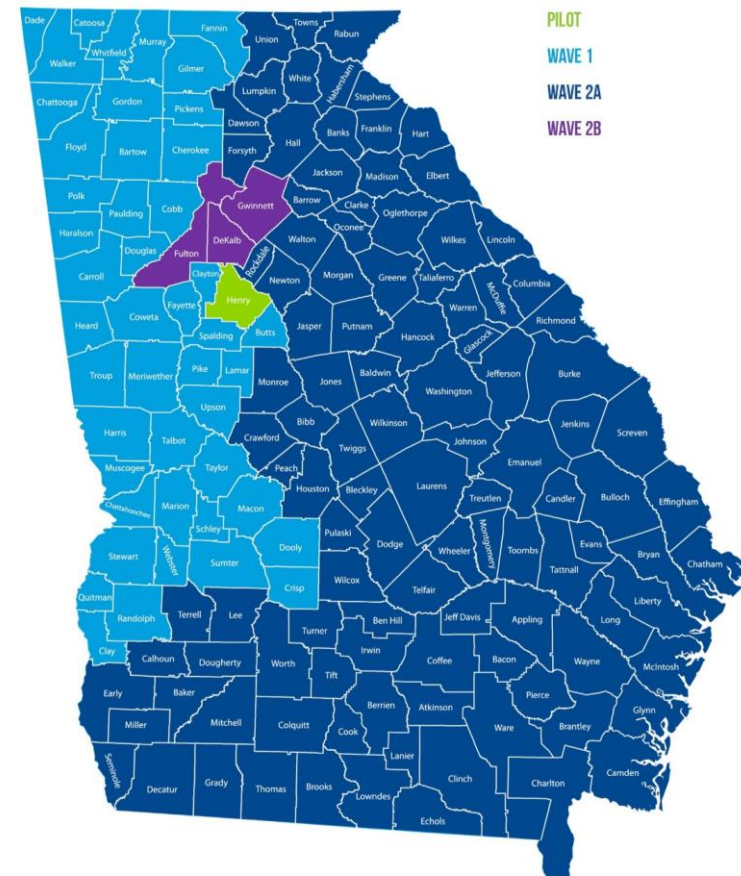


Georgia's New Integrated Eligibility System

Georgia Gateway Implementation



PILOT
WAVE 1
WAVE 2A
WAVE 2B



Georgia Gateway impact by the numbers*



Customers

5,838,948

*Georgia Gateway
Customer Portal
Log-ins*

1,230,713

*Active Customer Cases
in Georgia Gateway*



*Georgia Gateway
Eligibility
Processing*

484,326

*New Applications for All
Programs
Processed in Gateway*

466,816

*Renewals for All
Programs
Processed in
Gateway*

**Cumulative data as of November 15, 2017*

Georgia Gateway impact by the numbers*



Georgia
Gateway
Help Desk

232,019

Total Tickets
Created

230,786

Total Tickets
Closed

12 secs

Average Wait
Time **

280,082

Users Electing
Go Green
Option

With the Go Green option, Georgia Gateway gives customers the ability to receive notices electronically, saving on postage costs and delivery time.

*Cumulative data as of November 15, 2017

**Average wait time from Nov 1 – Nov 17, 2017

Questions?



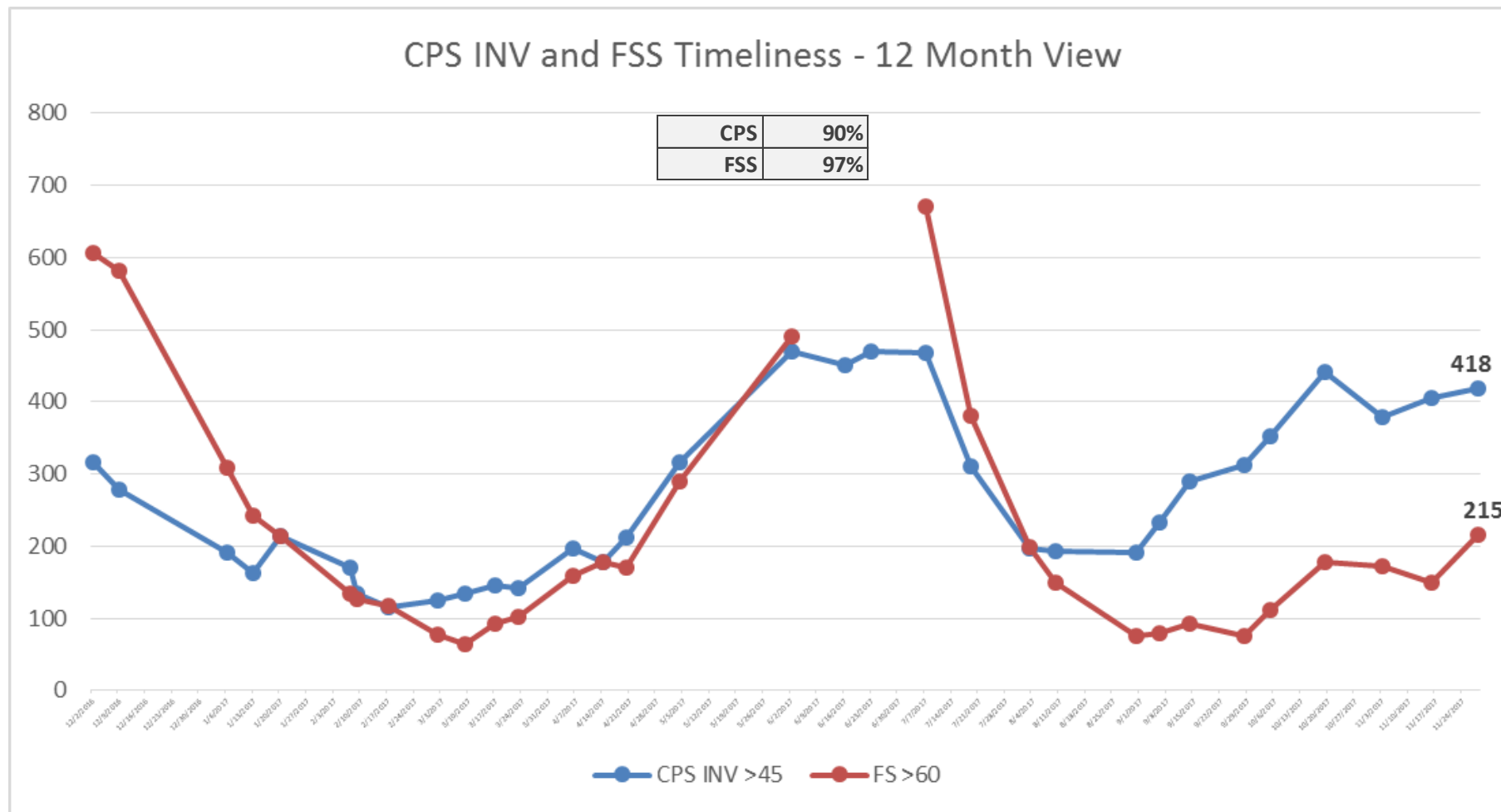
Director's Office

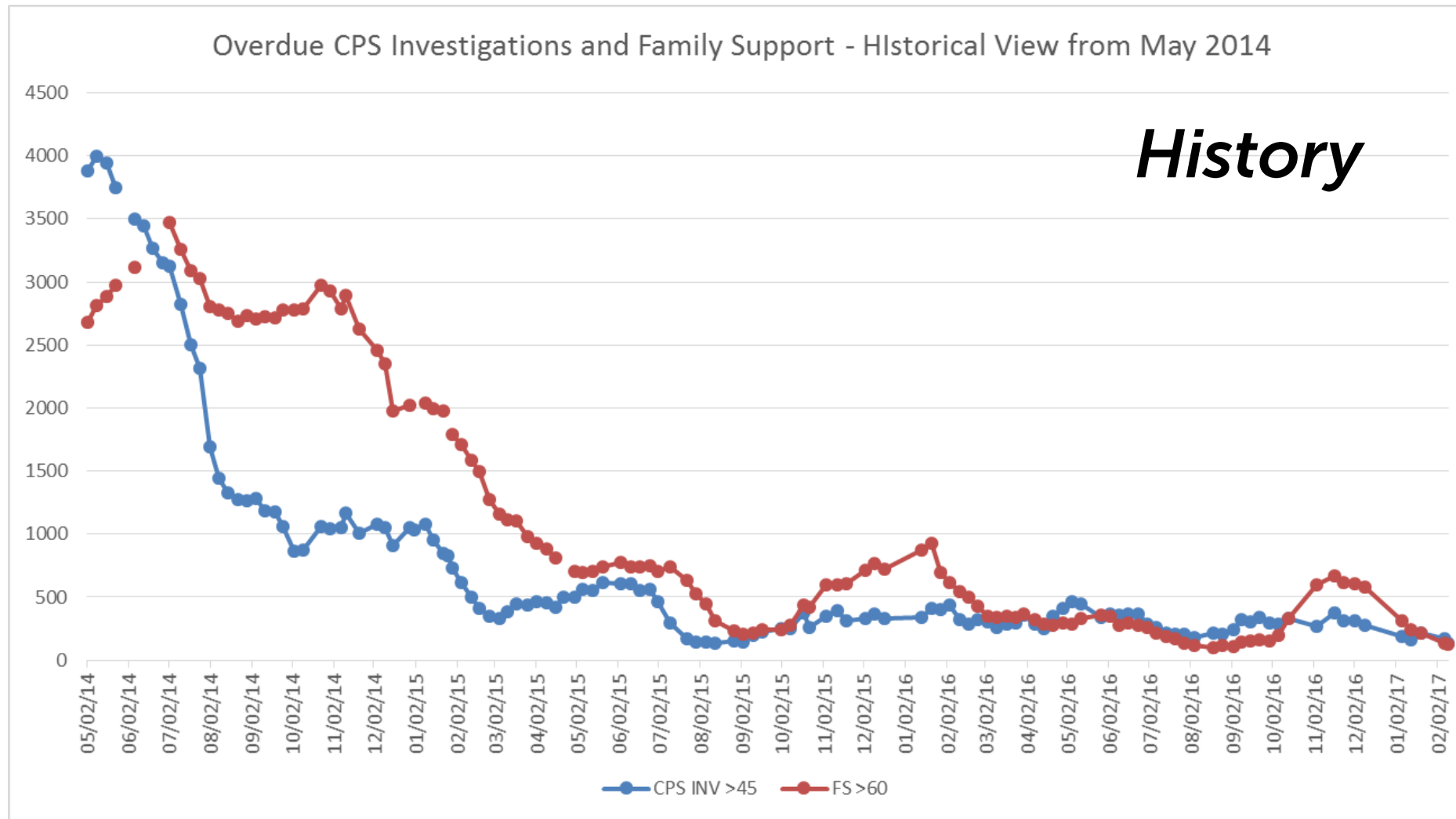
Jeff Lukich, Chief of Staff

Meet Jeff Lukich

- Appointed Deputy Division Director for Child Welfare on July 1, 2017. Appointed to Chief of Staff on December 1, 2017. Previously the State Director of Field Operations.
- Oversees Child Welfare operations in the field and at the state office.
- 28 years of experience in child welfare here in Georgia, including serving as a case manager, supervisor, and various leadership roles that include county, regional and state director positions.
- During Mr. Lukich's tenure, he has significantly *reduced the number of overdue investigations* and *increased the number of children who are able to safely remain with family* rather than being brought into foster care.

DIVISION OF FAMILY & CHILDREN SERVICES

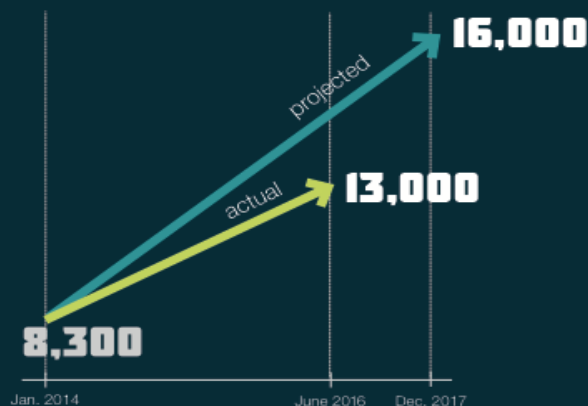




As part of the Division of Family and Children Services' Blueprint for Change, this campaign was created to look at strategies and mindsets that increase the effectiveness of protecting children, preserving families and strengthening permanency efforts.



Safe at Home addresses the state's **58%** increase in foster care since Jan. 2014.



At current trajectory, Georgia is projected to reach **16,000** children in foster care by December 2017.

In January 2014, the Division had more than **8,300** active foster care cases.

As of June 2016, the Division had more than **13,000** active foster care cases.

The Safe at Home campaign was developed with the following strategies:

- Strengthening the staffing process for Child Protective Services assessments
- Safely using Family Preservation Services
- Conducting targeted case reviews
- Increasing permanency and adoption efforts
- Increasing the use of Aftercare Services
- Convening the Safe at Home Hopefuls Group





"Safe at Home" Campaign

The "Safe at Home" campaign was developed to:

- Collaboratively strengthen our workforce by reinforcing best practice strategies and positive mindsets;
- Increase the effectiveness of our system in protecting children within their own homes, and;
- Increase reunification timeliness when the conditions for return are met.



"Safe at Home" Campaign

The over-arching goals for this campaign include:

- Ensuring safety;
- Preserving families, and;
- Reducing the need for and duration of foster care placement, as appropriate.



"Safe at Home" Campaign

"Safe at Home" provides an opportunity to:

1. Re-examine CFSR Outcome 2 - Safety Outcome 2: *Children are safely maintained in their homes whenever possible and appropriate and;*
2. Further improve and strengthen agency practice.



"Safe at Home" Strategies

- Strengthening the Staffing Process for CPS Assessments to include:
 - ❖ Pre-removal staffing's or FTM's and;
 - ❖ Second level approval above the case manager and supervisor.
- Safely utilizing family preservation services;
- Conducting targeted case reviews;
- Increasing permanency and adoption efforts, and;
- Increasing the utilization of aftercare services.



“Safe at Home” Hopefuls

As a part of the successful implementation of the “Safe at Home” strategies, a standing *Hopefuls Group* was established to:

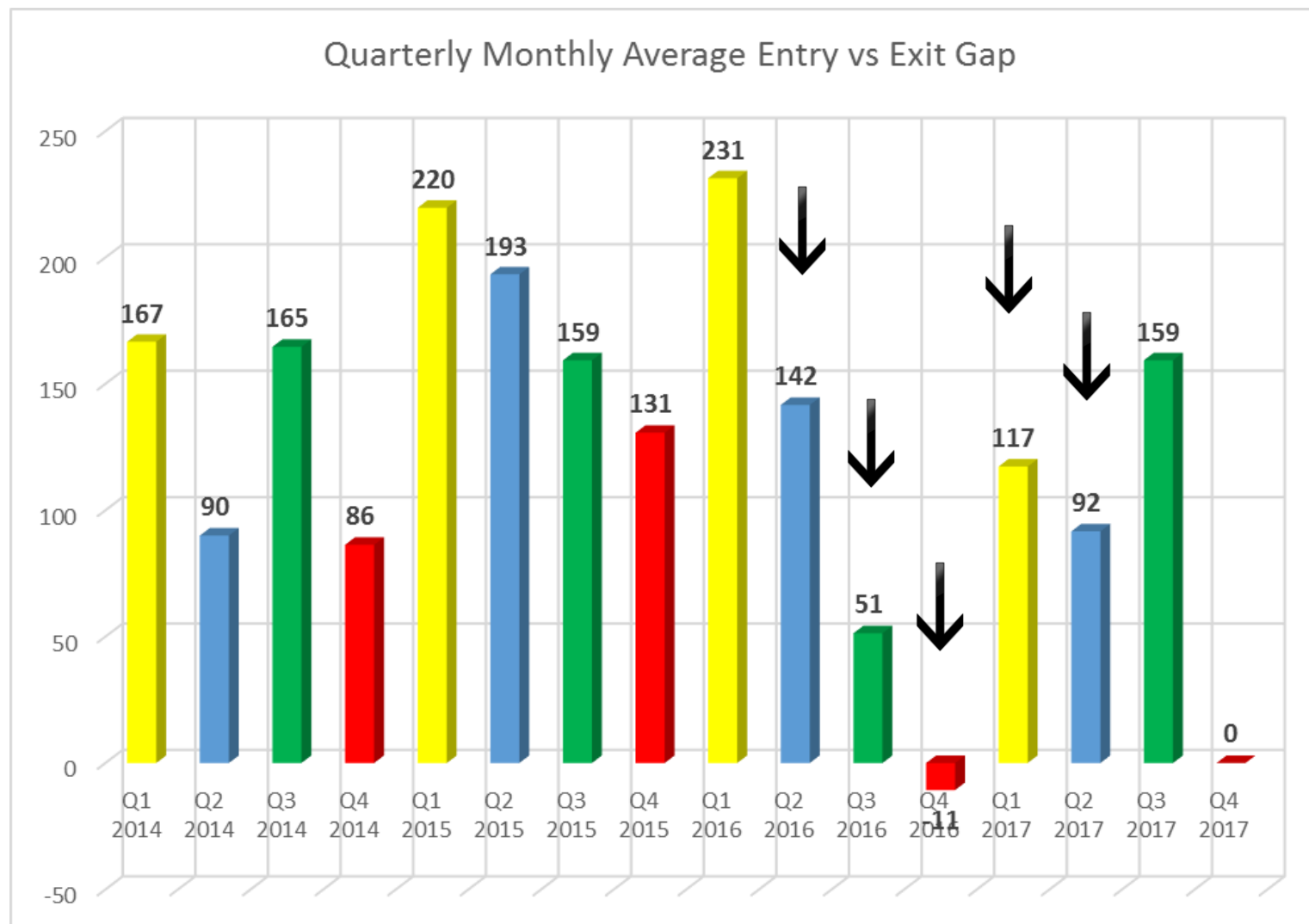
- Provide a consistent forum to utilize the scientific method of asking questions;
- Create and safely test hypotheses;
- Track progress, and;
- Adapt practices, as appropriate.

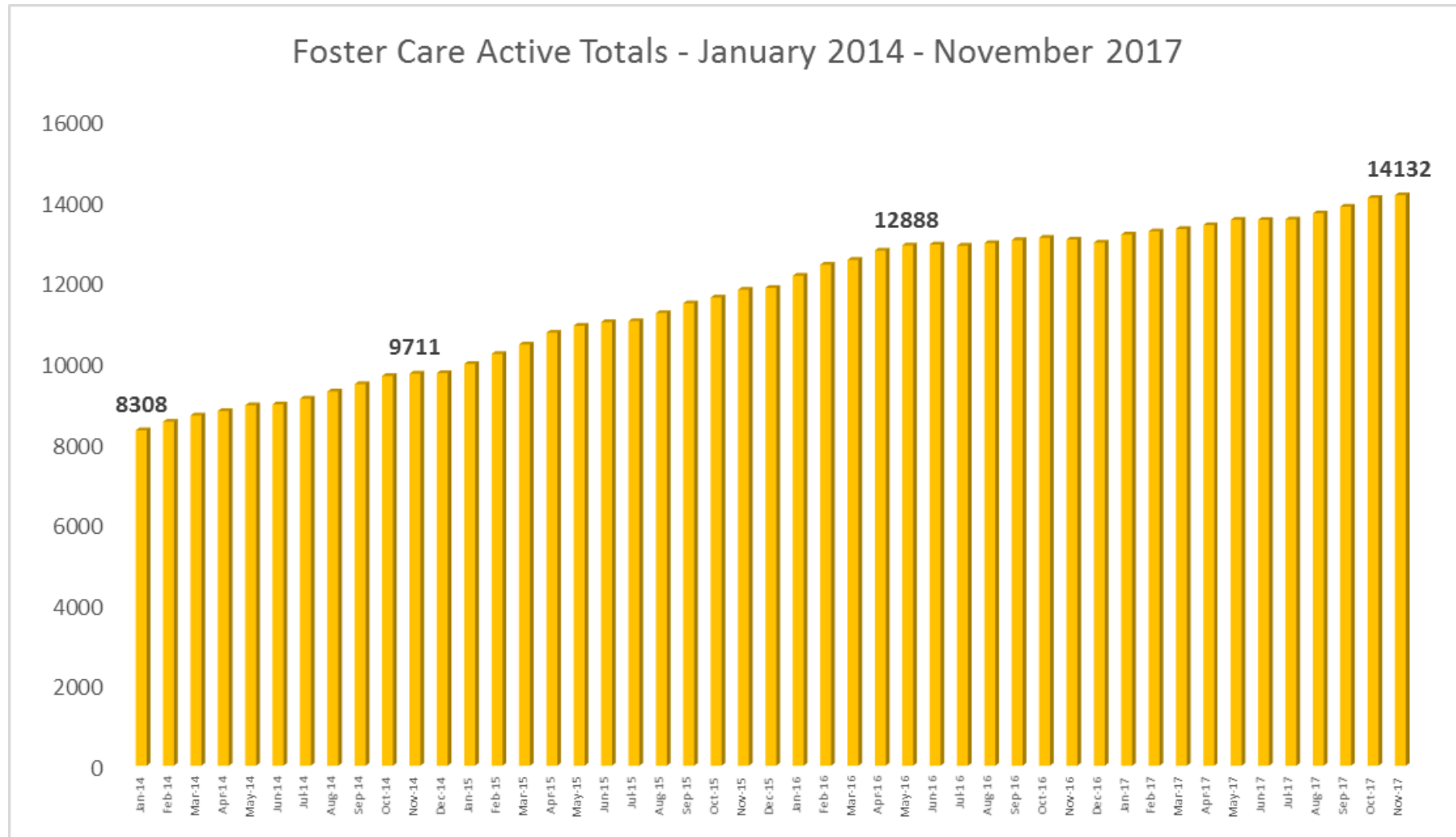
This group is made up of the counties that collectively make up 75% of the State’s overall Foster Care increase.



Previous Hopefuls Topics

- Family Preservation Mindset
- Bias, Judgment, and Perceived Risks
- Trauma
- Conditions for Return
- The Need for Belonging / Emotional Safety
- Racial Disproportionality
- Poverty
- “Short Stayers” (Children in Care <90 Days)





The number of children in Foster Care increased by 9.6% during the 18 month period between May 2016 (the start of Safe at Home) and November 2017. The previous 18 month period (before Safe at Home) experienced a 32.7% increase.

Looking Ahead - Kinship Care Continuum



- Informal - *Involves 1 in 12 Children Nationwide*
- Voluntary - *Agency Involvement Without Court*
- Formal - *Relative Care and Relative Foster Care*

In a number of cultures family and home are understood to include the extended family, and in some cases the community. Kinship care represents an opportunity for states to provide federally required safety and permanency to a greater number of children who come into contact with the child welfare system, while enhancing their well-being by providing them with access to their ethnic, racial, and cultural traditions.

Benefits of Kinship Care

- Children in Kinship Care experience greater stability.
- Children in Kinship Care report more positive perceptions of their placements and have fewer behavioral problems.
- Kinship Care respects cultural traditions and may reduce racial disparities in a variety of outcomes.

Questions?

Election of Board Officers

- Chair
- Vice-Chair
- Secretary

Closing Remarks and Adjournment

Next Board Meeting: March 13, 2018